



Berry Corporation (bry)

Berry Corporation is a publicly traded upstream oil and gas company with 352 employees focused on production of conventional oil reserves primarily in California.

With deep roots in California, Berry's production history dates back to 1909. However, like many companies with long histories, Berry's rich history also included a century-old mentality that injuries were simply a normal part of work in the oil field. While great strides had been made over the decades to improve incident rates, Berry's leaders recognized the need to do more to prevent incidents.

Beginning in 2019, Berry launched a project to change the safety culture by establishing mandatory incident reporting guidelines (for all incidents, regardless of size), establishing incident investigation rules and methods, and publishing key performance indicators. The goal was to shift the mindset to 'every incident is preventable' and 'one incident is one too many'.

In 2020, Berry's TRIR was 0.50, a new low record for the company!

By embracing a 'report everything' mindset, Berry's Health and Safety Team was able to capture weak signals and precursor events before an injury or illness occurred. This enabled a proactive approach to risk mitigation and corrective action.

One example of this approach was requiring all workers to report all hydrogen sulfide gas (H₂S) exposures, even if the exposure was below the Permissible Exposure Limit (PEL) and there were no symptoms. Berry's Health and Safety Team also installed personal H₂S monitor docking stations at each work location. Once each month the worker is required to dock and calibrate their personal H₂S monitor. The docking stations record all exposure data. The docking station generates and emails a report to the system administrator, which includes the name of the employee assigned the device, the date and time of the exposure, the H₂S concentration, and the duration of the exposure.

A combination of these data was then used to identify low concentration - high frequent exposures and high concentration exposures. The data also identified work tasks and equipment settings where exposures were taking place. In response to this information, operating procedures were updated to minimize or remove the exposure and equipment was re-engineered to vent to a safe location or eliminate the release of H₂S altogether. This resulted in an 80% reduction in exposure frequency companywide.

With these new reporting guidelines, Berry has been able to shift the mindset of our employees and make significant health and safety strides resulting in a record-low TRIR for the company!

